

APPROVED AS TO FORM:

*Marty*  
DEPARTMENT OF LAW

RES-14 06

MAYOR JOHN A. MCNALLY

MOVED TO 2nd RD.	
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COMMITTEE	<input checked="checked" type="checkbox"/>

A RESOLUTION

**RECOMMENDING CHANGES TO POLICIES AND PROCEDURES FOR  
EMPLOYMENT WITH THE CITY OF YOUNGSTOWN**

\* \* \*

**WHEREAS,** in order to ensure that our city gets the best quality employees and is practicing good government, the gathering and consideration of criminal records in the city hiring process must be consistent, transparent, and fair; and

**WHEREAS,** we must acknowledge and encourage the possibility of human redemption: there are people with mistakes in their past, even serious ones, who have done the hard work of turning their lives around and becoming productive, contributing members of our community. They should have an opportunity for city employment; and

**WHEREAS,** without meaningful employment, re-offending is likely. In addition, without the benefits that come with employment, people with criminal records and their families are more likely to become a drain on public and non-profit social services. Whenever possible, the city should provide opportunities for qualified individuals to become gainfully employed, tax paying citizens, thereby alleviating stress on social systems; and

**WHEREAS,** there are some positions that are safety or security sensitive or where state or federal law prohibits employees with certain criminal records in certain positions. That in such cases, the Job Announcement for those positions shall reference the applicable state or federal law and list the offenses that trigger prohibition; and

**WHEREAS**, by this Resolution, the City of Youngstown can itself be known as a leader in providing smart second chances to people who have turned away from a life of crime and who have productively engaged in the community. The city particularly hopes that its own leadership will be followed by private employers doing business in our area. The City of Youngstown alone cannot solve the unemployment crises for people with criminal records.

**NOW THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF YOUNGSTOWN, STATE OF OHIO:**

**SECTION 1**

That City of Youngstown hereby recommends changes to policies and procedures for employment with the City of Youngstown.

**SECTION 2**

That the City of Youngstown hereby recommends that questions concerning prior convictions be removed from the City of Youngstown's employment application and that statement on the application form will describe when criminal checks are conducted. This change will eliminate potential pre-employment bias against ex-offenders.

**SECTION 3**

That the City of Youngstown hereby recommends that BCI criminal background checks be conducted on all job applicants at the applicant's cost, only after a department has determined that the applicant is qualified, and is prepared to make an offer of employment. This provision will ensure that ex-offenders are considered for employment like all other applicants.

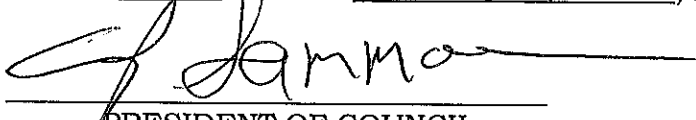
**SECTION 4**

That the City of Youngstown hereby recommends that the responsibility for evaluating criminal background checks will be reviewed by the appointing authority, individual department heads, and the City Human Resources Department for final determination and lawful compliance. This change will solidify consistency between departments in the application of the policy.

**SECTION 5**

That the Clerk of Council is hereby instructed to forward a copy of this resolution to individuals as designated by Council.

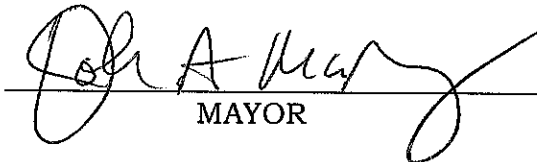
PASSED IN COUNCIL THIS 19<sup>th</sup> DAY OF March, 2014.

  
PRESIDENT OF COUNCIL

ATTEST:

  
CITY CLERK

APPROVED: THIS 20<sup>th</sup> DAY OF March, 2014.

  
MAYOR